

Department of Natural Resources Facts - FY06

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General Information

Address: Wallace Building
502 East Ninth Street
Des Moines, IA 50319-0034

Contact Information

Email Address

Director: Richard Leopold	richard.leopold@dnr.state.ia.us
Management Liaison: Linda Hanson	linda.hanson@dnr.state.ia.us
Personnel Assistant: Karen Alexander & Jan Curtis	karen.alexander@dnr.state.ia.us & janis.curtis@dnr.state.ia.us
HRE Personnel Officer: Connie Hellmann	connie.hellmann@iowa.gov
HRE Benefits Specialist: Lorie Murray	lorie.murray@iowa.gov
HRE Employment Specialist: David Wiedemeier	david.wiedemeier@iowa.gov
HRE Workers' Compensation Specialist: Ed Holland	ed.holland@iowa.gov

Workforce Data

(unless otherwise noted, information provided is at the end of FY '06)

# FT EEs: 928	# PT EEs: 6	# Temporary EEs: 354	Avg. Length of Service: 14.89
Span of Control: 14.42	% Performance Evaluations Completed: 75.19%		Total Unemployment Insurance Claims: 55
Age Groups: <div> <div><25</div> <div>10</div> </div> <div> <div>25-34</div> <div>194</div> </div> <div> <div>35-44</div> <div>233</div> </div> <div> <div>45-54</div> <div>296</div> </div> <div> <div>55-64</div> <div>189</div> </div> <div> <div>65+</div> <div>6</div> </div>	# of Females: 253	# of Minorities: 50	# of Persons With Disabilities: 45
	% of WF: 27.26%	% of WF: 5.39%	% of WF: 4.85%
	# of Males: 675	# of Non-minorities: 878	# of Persons With Non-Disabilities: 883
	% of WF: 72.74%	% of WF: 94.61%	% of WF: 95.15%
	Average Age: 45.12		
Officials/Administrators EEO Category 1: 125	Professionals EEO Category 2: 491	Technicians EEO Category 3: 142	Protective Service EEO Category 4: 116
Paraprofessionals EEO Category 5: 0	Administrative Services EEO Category 6: 51	Skilled Craft EEO Category 7: 1	Service/Maintenance EEO Category 8: 2
Separation Rate: 4.35%	Hire Rate: 5.54%	Number Hires: 43	Transfer In: 8
Retirements: 16	All Terminations: 3	Voluntary Quits: 12	Transfer Out: 9
# of Classes Used: 82	Most Populous Classes: Environmental Specialist (101), Conservation Officer (79), Natural Resources Technician 2 (76)		

Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '06)

Vacation Payouts: \$168,922.84	Sick Leave Payouts: \$22,379.90	Annual Payroll: \$52,701,223.05	Avg. Base Salary: \$53,503.00	Overtime Days Worked: 192.4
Overtime Cost: \$44,193.08	Reassignment Pay: \$2,408.00	Recruitment Bonus Pay: \$2,000.00	Retention Pay: \$3,951.78	Exceptional Job Performance Pay: \$2,335.84
Workers' Comp Payouts: \$295,790.06	Vacation Pay - Earned Value: \$3,904,815.00	Vacation Days Earned: 18,843.9	Vacation Used Expense: \$3,617,449.94	Vacation Days Taken: 17,358.6
Workers' Comp Days Used: 213	Sick Leave Days Earned: 15,875.7	Reg. Sick Leave Used Expense: \$877,202.97	Reg. Sick Leave Days Used: 4,601.9	Converted Sick Leave To Vacation Used Expense: \$623,047.20
	Sick Leave -Earned Value: \$3,173,928.11	Converted Sick Leave To Vacation Days Used: 2,858.5	Avg. Sick Leave Days Per EE: 4.96	
Injury Leave Used Expense: \$1,614.64	Injury Leave Days Used: 10.2	Classification Appeals: 1	Reclassifications Up (Filled): 14 Up (Vacant): 4 Down (Filled): 3 Down (Vacant): 4 Lateral (Filled): 0 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$88,389.60	Grievances Contract Grievances: 6 Disciplinary: 5 Language: 1 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 2
Funeral Leave Used Expense: \$28,787.51	Funeral Days Used: 143.7	Extraordinary Pay: \$17,308.80		
Jury Leave Used Expense: \$2,437.93	Jury Leave Days Used: 13.0	Special Duty Pay: \$0.00		

* based on difference between average of old and new pay grade FY '06. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU: 148 Current Year (FY '07) Goal: 13 Goal Achievement (FY '06): No, 31/-3	Minorities: Current Year (FY '07) RUU: 23 Current Year (FY '07) Goal: 5 Goal Achievement (FY '06): No, 3/0	PWD: Year (FY '07) RUU: 56 Current Year (FY '07) Goal: 8 Goal Achievement (FY '06): No, 10/-2
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Sources: AS400 Queries; "Just the Facts for 2006" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 18, 2006